

## CLIENT AGREEMENT

THIS CLIENT AGREEMENT ("Agreement") is entered into on June 1, 2021 between FocusOne Solutions, LLC which is located at 13609 California Street, Omaha, NE 68154 (herein called "FOS") and University Medical Center of Southern Nevada, a publicly owned and operated hospital created by virtue of Chapter 450 of the Nevada Revised Statutes which is located at 1800 W. Charleston Boulevard, Las Vegas, NV 89102 (herein called "Client" or "UMC"). The parties agree as follows:

### 1. DESCRIPTION OF SERVICES

- 1.1. FOS may perform any of its obligations under this Agreement by engaging the services of one or more entities involved in the business of staffing and recruiting (hereafter referred to as "AP(s)"). If FOS carries out any of its duties under this Agreement through the use of AP(s), the agreement between FOS and the AP(s) shall contain clauses placing duties on the AP(s) to follow the provisions of this Agreement which relate to AP(s), and FOS shall ensure that all qualification requirements outlined for the staffing professionals (herein called "Professionals") are met. Payment of the Professionals will be the responsibility of the AP(s).
- 1.2. Any communications regarding daily operational events for all temporary and direct hire Professionals will be conducted solely between FOS and Client. Client agrees that for so long as this Agreement is in effect it will not have contact or contract directly with AP(s) or any other entity involved in the business of staffing as provided in Attachment C to obtain Professionals or other personnel as defined in Attachment A for staffing purposes. Notwithstanding the foregoing, FOS may not provide Professionals to any parent, subsidiary, or affiliated entity which FOS deems, in its sole and absolute discretion, to be financially unstable.

### 2. PROVISION OF TEMPORARY PROFESSIONALS

- 2.1. At Client's request, FOS or its AP(s) will present and provide Professionals for temporary staffing, who meet as closely as possible the described qualifications set forth by Client.
- 2.2. Client acknowledges that it is solely responsible for making the selection decision of Professionals presented by FOS or its AP(s) and neither FOS nor its AP(s) shall have any liability as a result of any screening activities performed on behalf of the Client.
- 2.3. Services will be performed at an hourly billing rate as indicated in Attachment A.
- 2.4. During the term hereof, and for one (1) year thereafter, if Client elects to hire either a full-time or part-time basis, (either as an employee or an independent contractor), a Professional, as defined in Attachment A, presented by FOS or its AP(s), including any Professional who is working or has worked for Client within the previous one-year period, then Client agrees to immediately pay FOS a "Client Permanent Placement Fee" equal to 15% of Professional's projected first year total compensation. Such percentage will be reduced by 1% for each 30-hour week worked by such person pursuant to this Agreement during the prior year. Provided, however, Client shall have no obligation to pay the Client Permanent Placement Fee in the event the Professional has worked 30 hours or more each week for 13 consecutive weeks.
- 2.5. During the one-year period following either the presentation of Professional to Client or the completion of Professional's assignment at Client's facility, whichever is later, Client agrees not to obtain Professional's services through any non-employee direct or indirect contractor or subcontractor relationship, other than through FOS or its AP(s).

### 3. PROVISION OF DIRECT HIRE PROFESSIONALS

- 3.1. In the event of a direct hire placement, Client shall enter into an employment agreement directly with the Professional. Client agrees to pay a fee of 15% of Professional's projected first year total compensation as an employee of Client. Client will be invoiced upon Professional's start date with Client and payment is due 60 days from invoice date. FOS guarantees all full-time placements for the first 90 days of employment from the start date. During the guarantee period, FOS or its AP(s) will locate and present additional replacement candidates of comparable qualification at no additional charge, provided FOS is notified in writing within fifteen (15) calendar days of termination and the termination is through no fault of Client.
- 3.2. Since Client is solely responsible for the hiring decision, FOS shall not be responsible for any termination decision made by Client. FOS does not guarantee the performance of any direct hire candidate and disclaims any responsibility for any claims, losses, or liabilities as a result of a placed candidate's acts or omissions. It is agreed that upon hiring of a Professional, Client is the sole and direct employer of that employee, and accordingly is solely responsible for the employment relationship and all legal obligations therewith. FOS and its AP(s) expressly disclaim liability for any claim, loss, or liability of any kind whatsoever arising out of or relation to: (a) claims by Professionals for compensation, benefits, damages, contributions, or penalties, including under any employee benefit plan, fringe benefit plan, or personnel policy; (b) Client making changes in the Professional's job duties; (c) the conduct of Client's officers, employees, and agents; (d) failure by Client to provide Professional's with a safe worksite; (e) acts or omissions of Professional in the furtherance of Client's business, except to the extent that such claim, loss, or liability is directly caused by FOS or its AP(s) failure to properly perform its contractual duties with respect to the Professional; or (f) claims for special, indirect, incidental, consequential, punitive, or lost profit damages.

### 4. SOFTWARE

- 4.1. FOS will provide web-based software ("FocusOne Connect", a software solution of Medical Solutions) for the acquisition and management of Professionals at no cost to Client.
- 4.2. FOS shall assume responsibility for all efforts relative to the implementation of FOS services, including FocusOne Connect, to Client. During implementation, FOS and Client will specifically identify each party's responsibilities regarding the delivery of each engagement.

- 4.3. Prior to implementation of FocusOne Connect at Client or during a time to be agreed upon by both parties, FOS will provide to those individuals designated by Client and as agreed upon by FOS, web-based training relative to the facilitation and management of FocusOne Connect. This no cost training to Client shall include, but not be limited to elements where applicable, such as request process, on-boarding and off-boarding functions, daily operational activity, reporting functions, etc.
- 4.4. FOS hereby grants a non-exclusive revocable license to Client to use FocusOne Connect during the term of this Agreement, solely in connection with the performance under this Agreement. Client acknowledges that FocusOne Connect, including all configurations, improvements, modifications, and customizations thereto, shall at all times be and remain the sole property of FOS, and Client thereby assigns any right or interest in FocusOne Connect, including all configurations, improvements, modifications, and customizations thereto, to FOS.
5. **QUALITY ASSURANCE PROGRAM**
  - 5.1. Client agrees to provide documentation outlining any specific pre-assignment requirements to comply with Client's policies and procedures. Client's specific pre-assignment requirements are attached to this Agreement as Attachment B.
  - 5.2. FOS or its AP(s) will comply with Client's pre-assignment requirements. FOS or its AP(s) shall provide Client with sufficient evidence to verify that each Professional has satisfactorily met all of Client's pre-assignment requirements and continues to be compliant with the pre-assignment requirements during the applicable assignment.
  - 5.3. Client may require Professional(s) to undergo for-cause drug testing at AP(s) expense. If Client requires Professional to undergo for-cause testing, Client agrees it shall provide FOS or its AP(s) with the written results of Professional's drug test. If any Professional refuses a for-cause drug test, or if any drug test reveals any inappropriate drug use, Client may immediately terminate the Professional without penalty provided that Client must send FOS or its AP(s) (and respective party must confirm receipt of) written documentation of Professional's refusal or written drug test results within ten (10) calendar days of the occurrence.
6. **COMPLIANCE**
  - 6.1. AP(s) will be responsible for maintaining all documentation related to the qualifications of Professionals as outlined in Attachment B. Documentation requirements are subject to change without notice and will be updated in FocusOne Connect.
  - 6.2. AP(s) understand that any compromise in the quality of patient care or clinical services rendered may result in immediate termination of the Professional's assignment. In the event the Professional displays unsatisfactory performance, Client agrees to provide FOS with written documentation to support the assessment within ten (10) calendar days.
  - 6.3. Client shall be recognized as the on-site supervisor of professional performance and daily assignment responsibilities.
  - 6.4. AP(s) will be responsible for performing verifications of applicable certifications and licensures for Professionals.
  - 6.5. Client agrees to report to FOS any incident involving a risk to patient safety and the quality of care, or a security incident involving property damage, where a Professional was involved. This includes errors, injuries, and safety hazards, both reportable and not reportable. As applicable, FOS and/or AP(s) and Client will cooperate with each other to conduct an investigation of the Professional's role in the incident, identifying possible causes, and actions that can be taken by each party in the future to prevent recurrence. Documentation of the relevant action steps to be adopted will be the responsibility of each party as applicable: FOS and/or AP(s) and/or Client.
  - 6.6. FOS will provide Client with a formal performance evaluation form immediately prior to, or after the assignment ends for each Professional provided. Client agrees to complete this evaluation form for each Professional and return it within ten (10) calendar days of the Professional's assignment end date to FOS.
7. **OSHA/SAFETY REQUIREMENTS**
  - 7.1. Client will provide the Professional(s) with "site specific" information relative to applicable OSHA regulations and Client policies and procedures, including location of protective equipment, site procedures, and hazard signage.
  - 7.2. Client will notify FOS immediately in the event Client becomes aware that Professional has had an occupational exposure and will cooperate with FOS or its AP(s) in the administration of its post-exposure protocols.
  - 7.3. AP(s) will maintain records as required and applicable to post-exposure follow-up requirements for Professionals.
  - 7.4. In the event that any Professional provided is injured while working on Client's premises under this Agreement, Client agrees to arrange for drug testing and medical care as directed by FOS or its AP(s) at the AP(s) expense. Client shall provide the AP(s) with the necessary documentation regarding the injury and follow up care in order for the claim to be properly submitted to the respective worker's compensation carrier.
8. **HIPAA COMPLIANCE**
  - 8.1. This Agreement shall require compliance with the Administrative Simplification provisions of the Health Insurance Portability and Accountability Act of 1996, 42 U.S.C § 1320d to 1320d-7 ("HIPAA") and the final regulations implementing the privacy provisions of HIPAA as amended from time to time, codified at 45 C.F.R. Parts 160 and 164 ("Privacy Regulation");
    - 8.1.1. The parties understand that the Professional, in the performance of his or her assigned responsibilities, may require access to any individually identifiable health information of patients of Client. The parties further agree that such access shall be limited to Professional only, and that neither FOS nor its AP(s) shall require or request access to any individually identifiable patient information of Client.
    - 8.1.2. Client shall designate Professional as a member of its "workforce," as such term is defined in the Privacy Regulation, for purposes of carrying out Professional's duties under the assignment. Such designation is for purposes of HIPAA compliance

only and shall not be construed as altering FOS or its AP(s) obligation to pay wages and benefits, administer benefit programs, withhold and remit income and payroll taxes, or any other obligation of FOS or its AP(s) as Professional's employer.

- 8.1.3. As a member of Client's workforce, Professional will have access to, in the same manner as other employees of Client performing the same or similar job functions, such information as is necessary for Professional to effectively perform the duties assigned to Professional, such access being under the direction and control of Client. Professional shall use this information only as needed for the performance of his or her assigned duties and shall not use such information for any other purpose. In addition, Professional will not disclose or use any information that Professional may receive or develop as a result of contacts with Client's patients for any purpose other than necessary to perform his or her assigned responsibilities.
- 8.1.4. Professional shall be subject to Client's policies and procedures governing the privacy and security of Protected Health Information ("PHI") of Client's patients. AP(s) will provide Professional with basic HIPAA informational training prior to assignment at Client facility. Client shall be solely responsible for providing the necessary facility-specific training to Professional at the time of hire as required by HIPAA and consistent with the training provided to other members of Client's workforce.
- 8.1.5. In the event of any change of law or regulation which prohibits the Professional from being designated as a member of Client's workforce, or any action or threatened action by federal, state or local authorities that such designation creates a serious risk of assessment, sanction, penalty or other serious consequence to Client, FOS or its AP(s), the parties agree to negotiate in good faith to reform or modify this Agreement or enter into a separate agreement as necessary to permit Client to share PHI with Professional as necessary for Professional to perform his or her responsibilities under the staffing assignment.
- 8.1.6. Each party shall be liable for its own negligent and intentional acts and omissions under Section 8 of this Agreement, and neither party shall be liable for the negligent or intentional acts or omissions of the other party.

## 9. DIRECTION AND SUPERVISION

All Professionals accepted by Client shall, when rendering services, be under the direction and supervision of Client and not FOS or its AP(s). FOS or its AP(s) will use reasonable efforts to conduct reliable background checks and screening procedures as described herein but does not guarantee the outcome of any assignment of any Professional while under Client's direction and supervision.

## 10. FLOATING

The parties acknowledge that Client's current collective bargaining agreement requires agency or registry personnel, including contracted registered nurses, to be floated first; followed by temporary employees, per diem employees, and solicited volunteers. Client agrees that assignments for floating shall be as closely related to the competency and skill level of the Professional as possible and within the guidelines established by the Nurse Practice Act or any applicable law or regulation which governs license or certification of the Professional. Client agrees to obey all federal, state and local laws, and to pay any penalties assessed to employees of FOS or its AP(s) as a direct result of Client's noncompliance with this Section.

## 11. INDEPENDENT CONTRACTORS

FOS, AP(s), and Client enter into this Agreement as independent contractors, and nothing contained in this Agreement will be construed to create a partnership, joint venture, agency, or employment relationship amongst the parties. Client does not assume, and shall not assume, any liability relating to Professionals required compensation; worker's compensation; payroll taxes; federal, state, and municipal taxes (including federal social security, or state unemployment compensation taxes); or any other employee benefits on account of any Professionals provided pursuant to this Agreement, all which shall remain the responsibility of the AP(s).

## 12. LEGAL, PAYROLL AND TAX OBLIGATIONS

- 12.1. FOS and its AP(s) are Equal Opportunity Employers, and as such will not discriminate in the selection and presentation of Professionals to Client. Client agrees that it will not discriminate on the basis of race, color, religion, sex, age, national origin, disability, handicapping condition (including AIDS or AIDS related conditions), sexual orientation, gender identity or expression, or any other prohibited factor in its acceptance, selection, assignment or rejection of any Professional.
- 12.2. As part of AP(s)' obligation to comply with applicable laws of the United States Citizenship and Immigration Service ("USCIS"), it may be required for a Client representative to complete Section 2 of the USCIS Form I-9 as the designated on-site agent for AP(s). Client is relieved of any liability related to this documentation, consistent with USCIS regulations that specify the "Employer of Record" (AP(s)) as liable for the actions of a designated on-site agent.
- 12.3. AP(s), in compliance with federal and state labor laws, will be responsible for paying the wages of contracted Professionals, including withholding any applicable income and Social Security taxes.
- 12.4. AP(s) will be responsible for paying per diem (if any) as agent for Client since it is advanced to the Professional.
- 12.5. AP(s) will maintain any necessary personnel and payroll records.

## 13. USE OF 1099 EMPLOYEES

AP(s) may elect to use 1099 employees to provide services to Client pursuant to this Agreement. In the event 1099 employees are utilized, AP(s) will ensure that all qualification requirements outlined in this Agreement are met. Payment of 1099 employees will be the sole responsibility of the AP(s). Client and FOS must provide prior written consent to AP(s) prior to any 1099 employees providing services at Client pursuant to this Agreement.

## 14. BILLING AND PAYMENT

- 14.1. Professional is responsible for clocking in and out for each shift using Client's time keeping system.

- 14.2. Client will be responsible for verifying hours worked by the assigned Professional as documented on their online FOS timecard or Client's time keeping system. Client will approve the online FOS timecard or Client's timecard as (a) acceptance that services were satisfactorily performed, (b) agreement that hours worked are documented accurately, and (c) authorization for billing at the rate agreed upon between FOS and Client. Any dispute regarding hours must be submitted by Tuesday at 9:00 am CST. Otherwise, invoice will be generated accordingly.
- 14.3. FOS will invoice Client on a weekly basis for all amounts owed for services rendered and expenses incurred. Invoices will provide detailed billing information, including but not limited to amounts due for hours worked and other mutually agreed upon qualified business expenses if any. The invoice may also detail any applicable per diem expense incurred by the Professional while on assignment for which Client is responsible to reimburse the Professional. For administrative convenience, AP(s) will disburse any applicable per diem expense to the Professional on Client's behalf.
- 14.4. Client agrees to pay invoices in full within 60 days from invoice date.
- 14.5. Client must dispute any invoice within 60 days of invoice date to FOS otherwise invoices shall be deemed valid.
- 14.6. Client agrees to pay FOS for the performance of services described in this Agreement for the not-to-exceed amount of \$9,400,000 per year.

## 15. SCHEDULING OF ASSIGNMENTS

- 15.1. Professionals may be scheduled for either long-term assignments or short-term assignments. As used herein, long-term assignments will be any job assignment which is four (4) weeks or greater in length with guaranteed hours; short-term assignments will be any job assignment which is less than four (4) weeks in length with no guaranteed hours.
- 15.2. For long-term assignments, Client agrees to the minimum hour guarantee of 36 or 48 hours per week for twelve (12) hour shifts, or forty (40) hours per week for eight (8) and ten (10) hour shifts, respectively. However, Client can cancel up to three (3) shifts per 13-week assignment of a Professional without penalty.
- 15.3. For all long-term assignments for which either written or verbal acceptance of Professional has been given by Client, Client agrees to assign and utilize the Professional for the full length of the assignment initially agreed upon, and to pay for services rendered for that term, unless Client provides FOS, with written and verbal notice of cancellation of an assignment at least thirty (30) calendar days in advance. Upon receipt of such notification, FOS shall either agree to any proposed reduction in service or shall elect to terminate the service at the end of the 30-day notice period.
- 15.4. For short-term assignments, Client agrees to provide a minimum of two (2) hours' notice to FOS for those employees whose shift has been cancelled or called off.
- 15.5. Notwithstanding the foregoing, Client may require that FOS or its AP(s) remove a specific Professional only for "cause" which will be documented in a written notice provided to FOS within seven (7) calendar days after removal. "Cause" will be defined as any material violation of Client policies, insubordination, unsatisfactory attendance or performance, misconduct, or violation of drug abuse policies. In the event of a removal of a Professional for "cause", Client shall not be liable for any penalty or costs associated with cancellation and Client shall only be obligated to pay for amounts accruing prior to the termination of the assignment. FOS or its AP(s) may remove a specific Professional from an assignment at any time should Client be in breach of this Agreement or should FOS or its AP(s) determine that continuation of the assignment would violate professionally recognized standards of medical care or the safety and well-being of the Professional.

## 16. INDEMNIFICATION

- 16.1. AP(s) agree that they shall defend, indemnify and hold harmless Client and FOS, together with their directors, trustees, officers, employees and agents from and against any and all liability, loss, expense, damage or claim for injury or damages arising out of or relating to its performance of this Agreement and including without limitation any injury or damage caused by or resulting from the negligent acts or omissions of AP(s), including their directors, trustees, officers, employees or agents.
- 16.2. To the extent expressly authorized by Nevada law, Client agrees that it shall defend, indemnify and hold harmless FOS and its AP(s), together with their directors, trustees, officers, employees and agents from and against any and all liability, loss, expense, damage or claim for injury or damage arising out of or relating to its performance of this Agreement and including without limitation any injury or damage caused by or resulting from the negligent acts or omissions of Client, including their directors, trustees, officers, employees or agents.
- 16.3. FOS agrees that it shall defend, indemnify and hold harmless Client and its AP(s), together with their directors, trustees, officers, employees and agents from and against any and all liability, loss, expense, damage or claim for injury or damage arising out of or relating to its performance of this Agreement and including without limitation any injury or damage caused by or resulting from the negligent acts or omissions of FOS, including their directors, trustees, officers, employees or agents.
- 16.4. These indemnities shall survive the termination of this Agreement.

## 17. INSURANCE

- 17.1. FOS or its AP(s) will provide professional liability insurance coverage of the Professionals, with limits of not less than \$1 million per occurrence, and an aggregate limit of not less than \$3 million.
- 17.2. FOS or its AP(s) will provide general liability insurance coverage of the Professionals, with limits of not less than \$1 million per occurrence, and an aggregate limit of not less than \$3 million.
- 17.3. FOS or its AP(s) will provide worker's compensation insurance coverage of the Professionals, in accordance with applicable state laws.
- 17.4. Client acknowledges that FOS' contractual arrangement with its AP(s) is such that the amounts paid by Client to FOS hereunder are in turn paid by FOS to its AP(s), with FOS retaining a specified percentage of the amount paid to its AP(s). In light of such fact, and

notwithstanding any term hereof to the contrary, the parties agree that FOS' maximum liability to Client (and Client's sole remedy and recourse against FOS) for any claims, losses, expenses or damages whatsoever arising out of, or in any way related to this Agreement, shall not exceed the lesser of (a) the total amount paid by Client to FOS during the course of this Agreement; or (b) the total amount actually recoverable by FOS from its insurance carrier with respect to the specific claim at issue.

#### 18. CONFIDENTIALITY

- 18.1. The parties agree to comply with all applicable federal, state, and local laws and regulations relating to the confidentiality, ownership and treatment of medical records and information.
- 18.2. FOS or its AP(s) agree that they will not disclose to any third party any proprietary information disclosed by Client which has been communicated in writing as proprietary information to be maintained as "Confidential," except as such disclosure may become necessary to comply with applicable laws. Client agrees that information regarding but not limited to the Professional's contact information, references, drug test results, immunizations and antibody titer tests, physical examinations and health history, and any other information designated by this Agreement or by FOS or its AP(s) as "Confidential" information shall be considered proprietary to FOS and its AP(s), and Client will not disclose to any Professional or third party any such information, except as may be specifically authorized by FOS or required by law.
- 18.3. FOS and its AP(s) acknowledge that Client is a public county-owned hospital which is subject to the provisions of the Nevada Public Records Act, Nevada Revised Statutes Chapter 239, as may be amended from time to time, and as such its records are public documents available to copying and inspection by the public. If Client receives a demand for the disclosure of any information related to this Agreement which FOS or its AP(s) has claimed to be confidential and proprietary, Client will immediately notify FOS of such demand and FOS shall immediately notify Client of its intention to seek injunctive relief in a Nevada court for protective order. FOS and its AP(s) shall indemnify and defend Client from any claims or actions, including all associated costs and attorney's fees, demanding the disclosure of FOS' or AP(s)' document in Client's custody and control in which FOS or AP(s) claims to be confidential and proprietary.

#### 19. FEDERAL PROGRAMS

FOS and its AP(s) represent that they are not currently under investigation or debarred by any state or federal governmental agency for Medicare or Medicaid fraud. Further, FOS and AP(s) represent that no Professionals provided under this Agreement are under sanction by a state or federal governmental agency, that Professionals provided to Client under this Agreement are not currently excluded from participating in the Medicare or Medicaid programs, and that no such proceeding is pending. In the event an investigation is initiated by any state or federal governmental agency, or it is discovered that the representations contained herein are false, Client reserves the right to immediately terminate its relationship with such excluded Professional, FOS or its AP(s). It is understood and agreed that the ability to verify if any Professionals or business entities are currently debarred is dependent upon the accuracy of the information contained on the OIG list of excluded persons or companies and the representations of each individual Professional or business entity.

#### 20. ACCESS TO BOOKS AND RECORDS

To the extent required by Section 1861(v)(1) of the Social Security Act, until the expiration of four (4) years after the furnishing of services under this Agreement, FOS or its AP(s) shall make available upon written request of the Secretary of Health and Human Services or the Comptroller General of the United States, or any of their duly authorized representatives, this Agreement and such books, documents, and records of FOS or its AP(s) as are necessary to certify the nature and extent of the costs hereunder. In the event FOS or its AP(s) carries out any of its duties under this Agreement through a subcontract, for the value or cost of \$10,000 or more over a twelve-month period, with a related organization, such subcontract shall contain a clause placing the same duty on the subcontractor as this contract places on FOS or its AP(s).

#### 21. WAIVER

The failure of either FOS or its AP(s) or Client to enforce at any time, or from time to time, any provision of this Agreement, shall not be construed as a waiver of such provision or of any other provision.

#### 22. MODIFICATION OF AGREEMENT

This Agreement may be amended or modified in writing as mutually agreed upon by FOS and Client.

#### 23. NOTICE

Any "notice" and/or "notification" required to be given by either FOS or Client in connection with and/or under the terms of this Agreement shall be provided in writing and considered effective from the date of verified receipt. This verification can be accomplished by U.S. mail, postage prepaid, certified/registered mail, facsimile, electronic mail or by hand delivery to the applicable party's address and contact information as specified below:

FocusOne Solutions, LLC  
13609 California Street  
Omaha, NE 68154  
Attention: Contracts

University Medical Center of Southern Nevada  
1800 W. Charleston Boulevard  
Las Vegas, NV 89102  
Attention: Contracts Management

#### 24. VALIDITY OF TERMS

If any term or provision of this Agreement shall be held void, illegal, unenforceable, or in conflict with any law of federal, state or local government having jurisdiction over this Agreement, the validity of the remaining portions or provisions of this Agreement shall not be affected thereby.

#### 25. FORCE MAJEURE

FOS shall not be deemed to be in violation of this Agreement if it is prevented from performing any of its obligations hereunder for any reason beyond its control and including, without limitation, war, strikes, riots, acts of God, the elements, regulation of federal, state or local government or any agency thereof; however, FOS or its AP(s) shall be responsible for notifying Professionals of the expectation to report to work in event of a work stoppage/strike.

#### 26. ENTIRE AGREEMENT/NO JURY

This Agreement supersedes all prior agreements and constitutes the entire agreement between FOS or its AP(s) and Client relative to the subject matter hereof (including without limitation, any purchase order issued by Client), and no other understanding which modifies the terms hereof shall be binding unless made in writing and signed by both FOS and Client, or as set forth on any timecard report signed by Client, which are hereby incorporated and made part of this Agreement. Handwritten revisions made to this Agreement, which are not initialed and dated by FOS, will be deemed to have been rejected. Intending to be legally bound, each party warrants that this Agreement is executed by their respective authorized representatives, inclusive of the total pages represented as constituting this document. The parties hereto waive any right to a trial by jury in any action or proceeding to enforce or defend any right under this Agreement, including counterclaims.

#### 27. COUNTERPARTS

This Agreement may be executed simultaneously in one or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument and facsimile or electronic signature shall constitute original signatures.

#### 28. ASSIGNABILITY

Neither this Agreement nor any duties or obligations under this Agreement may be assigned by either party without the prior written consent of the other party, which consent shall not be unreasonably withheld. This Agreement is binding upon and shall inure to the benefit of the parties hereto and their successors, permitted assigns, heirs and personal or legal representatives. Notwithstanding the foregoing, FOS may assign this Agreement to its affiliates with written notice to Client. Any such assignee shall be bound by the terms of this Agreement and shall have all of the rights and obligations of the assigning party set forth in this Agreement. If any assignee refuses to be bound by all of the terms and obligations of this Agreement or if any assignment is made in breach of the terms of this Agreement, then such assignment shall be null and void and of no force or effect.

#### 29. PUBLICITY

Neither Client nor FOS and its AP(s) shall cause to be published or disseminated any advertising materials; either printed or electronically transmitted which identify the other party or its facilities with respect to this Agreement without the prior written consent of the other party.

#### 30. BUDGET ACT AND FISCAL FUND OUT

In accordance with the Nevada Revised Statutes (NRS 354.626), the financial obligations under this Agreement between the parties shall not exceed those monies appropriated and approved by Client for the then current fiscal year under the Local Government Budget Act. This Agreement shall terminate and Client's obligations under it shall be extinguished at the end of any of Client's fiscal years in which Client's governing body fails to appropriate monies for the ensuing fiscal year sufficient for the payment of all amounts which could then become due under this Agreement. Client agrees that this Section shall not be utilized as a subterfuge or in a discriminatory fashion as it relates to this Agreement. In the event this Section is invoked, this Agreement will expire on the 30<sup>th</sup> of June of the then current fiscal year. Termination under this Section shall not relieve Client of its obligations incurred through the 30<sup>th</sup> day of June of the fiscal year for which the monies were appropriated.

#### 31. TERM AND TERMINATION

The term of this Agreement is from July 1, 2021 through June 30, 2023, with one (1) year option to extend. In accordance with Joint Commission standards, contractual relationships should be reviewed at least annually and when there are significant changes to ensure that those relationships are within law and regulation and determine if conflicts of interest exist. Either party may terminate this Agreement by notifying the other party with sixty (60) days advance written notice.

**FocusOne Solutions, LLC**

Authorized Signature:



Print Name:

Chris Ahl

Title:

Risk Manager

Date:

05/11/2021

**University Medical Center of Southern Nevada**

Authorized Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**ATTACHMENT A - RATE SCHEDULE  
PROFESSIONALS**

Position	Inclusive* Travel Hourly Bill Rate	Inclusive* Per Diem/Local Hourly Bill Rate	Inclusive* COVID Travel Hourly Bill Rate
NURSING BILL RATES			
* Inclusive rates include hourly employee bill rate, cost for housing, per diem, travel and any expenses associated with the placement of Professional			
Certified Nursing Assistant	\$40.00	\$34.00	
LPN: includes all specialties	\$54.00	\$48.00	
Sterile Processing Tech	\$53.00	\$47.00	
OR/Surgical Tech	\$55.00	\$49.00	
CVOR Tech	\$60.00	\$54.00	
RN Non-Specialty: Medical Surgical	\$72.00	\$66.00	\$165.00
RN Specialty I: ER, OR, PACU, ICU, CCU, L&D, Post-Partum, Behavioral/Psych, Telemetry, Pediatrics	\$74.00	\$68.00	\$180.00
RN Specialty II: Trauma/Trauma ICU, CVICU, CVOR, Dialysis	\$74.00	\$68.00	
RN Specialty III: PICU, NICU	\$79.00	\$73.00	\$180.00
RN Specialty IV: Cath Lab, Interventional Radiology	\$82.00	\$76.00	\$180.00
Charge RN above the all-inclusive rate	\$5.00		
RN Direct Hire Placement Fee	No fee after 13-week assignment with minimum of 30 hours weekly. 15% of first year's compensation if direct hire.		
UTILIZATION MANAGEMENT			
Case Management/Utilization Review	\$67.00	\$61.00	
Social Worker	\$67.00	\$61.00	
MANAGEMENT/LEADERSHIP			
House Supervisor	\$103.00	\$97.00	
Clinical Nurse Supervisor	\$112.00	\$106.00	
Clinical Manager, Business Manager	\$130.00	\$124.00	
Multi-Department Manager	\$136.00	\$130.00	
Service Line Director	\$146.00	\$140.00	
Director of Nursing	\$156.00	\$150.00	
MID-LEVEL/PHYSICIAN BILL RATES			
Nurse Practitioner/Physician Assistant – Family Practice/Urgent Care/Occ Health/Adult	\$107.00	\$101.00	
Nurse Practitioner/Physician Assistant Specialties (Cardio, Psych, Int Med, Neuro, ER)	\$115.00	\$109.00	
Nurse Practitioner/Physician Assistant Neonatal/Pediatrics/PICU	\$124.00	\$118.00	
Nurse Practitioner/Physician Assistant Surgery (Ortho, Neuro, General)	\$124.00	\$118.00	
Nurse Practitioner/Physician Assistant CVT Surgery (Endoscopic Veins, etc.)	\$131.00	\$125.00	
CRNA	TBD		
Physician Direct Hire Placement Flat Fee	\$25,000		
ALLIED HEALTH BILL RATES			
X-Ray Technologist	\$71.00	\$65.00	
CT Technologist	\$75.00	\$69.00	
MRI Technologist	\$77.00	\$71.00	
Mammographer	\$76.00	\$70.00	
Ultrasound Technologist	\$80.00	\$74.00	
Vascular Technologist	\$80.00	\$74.00	
Echo Technologist	\$80.00	\$74.00	



Cath Lab Technologist	\$80.00	\$74.00	
Special Procedures Technologist	\$80.00	\$74.00	
Respiratory Therapist	\$66.00	\$60.00	
EEG Technologist	\$67.00	\$61.00	
Registered Polysomnographer	\$68.00	\$62.00	
Dietitian	\$63.00	\$57.00	
Nuclear Medicine Technologist	\$78.00	\$72.00	
Radiation Therapist	\$85.00	\$79.00	
Physicist	\$185.00	\$179.00	
Dosimetrist	\$122.00	\$116.00	
Perfusionist	\$147.00	\$141.00	
Phlebotomist	\$58.00	\$52.00	
Medical Technologist / Medical Laboratory Technician	\$67.00	\$61.00	
Histotechnologist	\$70.00	\$64.00	
Cytotechnologist	\$72.00	\$66.00	
Pathology Assistant	\$86.00	\$80.00	
Physical Therapist	\$72.00	\$66.00	
Physical Therapy Assistant	\$63.00	\$57.00	
Occupational Therapist	\$72.00	\$66.00	
Certified Occupational Therapy Assistant	\$63.00	\$57.00	
Speech Therapist	\$76.00	\$70.00	
Pharmacist	\$120.00	\$114.00	
Pharmacy Technician	\$56.00	\$50.00	
Dialysis Tech	\$61.00	\$55.00	
EKG Technologist	\$60.00	\$54.00	
Allied Direct Hire Placement Fee	No fee after 13-week assignment with minimum of 30 hours weekly. 15% of first year's compensation if direct hire.		

**UMC agrees to compensate FOS the COVID travel hourly rates specified herein, as applicable. Upon rescission by the State of Nevada of the COVID-19 Emergency Declaration (which took effect on March 12, 2020) or until the COVID case rates have dropped to minimal for patient safety and safe staffing as determined by UMC, FOS agrees to invoice UMC at the regular Travel and Per Diem rates.**

#### **Professional's Practices**

**Guarantee:** 36 or 48 hours per week for twelve (12) hour shifts, or 40 hours per week for eight (8) to ten (10) hour shifts.

**Workweek:** Monday through Sunday

**Orientation:** Client will be billed for hours in the classroom and hours worked. Guaranteed hours will not apply during orientation.

**Overtime Rates:** Client will be billed \$10.00/hour in addition to the hourly rate set forth above for Professionals for all standard hours worked more than forty (40) hours per week.

**Rapid Response Rate:** Defined as \$5.00/hour in addition to the all-inclusive hourly bill rate and may be utilized for a staffing request that is hard-to-fill or requires a Professional's start date to be within two (2) weeks of offer acceptance. Client approval will be obtained prior to utilizing the Rapid Response Rate.

**Crisis Response Rate:** Defined as \$10.00/hour in addition to the all-inclusive hourly bill rate and may be utilized for a staffing request in which fulfillment is critical to ensuring ongoing operations of that unit or department. Client approval will be obtained prior to utilizing the Crisis Response Rate.

**On Call/Call Back Rate:** A minimum of \$8.00/hour to be placed on call, and \$10.00/hour in addition to the hourly rate for all hours worked on Call Back (minimum of 2 hours). On Call must be pre-approved by the unit/department manager. Call Back shall reflect Client's policies and procedures. All Call Back hours shall be deducted from On Call hours and shall apply towards Guaranteed hours.

**Holidays:** Client will be billed \$10.00/hour in addition to the inclusive hourly rate set forth above. Holiday rates apply from midnight to midnight on the following six (6) days: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas Day. When Professional's hours fall into overtime on a defined holiday, overtime rate will be billed.

**Local Rate:** Defined when Professional has permanent residence within a 50-mile radius of the facility.

**Float:** If needed, Critical Care (CC) RNs can float to Medical Surgical (MS) as "Helping Hands", and the same with MS RNs can float to CC as "Helping Hands". "Helping Hands" being defined as a Professional who is assigned to another unit as an extra resource, but will not be responsible for a patient assignment.

[Remainder of page left intentionally blank]

## ATTACHMENT B – DOCUMENTATION REQUIREMENTS

### PRESENTATION DOCUMENTS

- Up to date resume, work history or application.
- Completed Skills Assessment including Joint Commission required age-specific competencies.
- Two (2) References/Appraisals completed for work within the past two (2) years, of which one is completed by a manager or supervisor.
- On-line or Primary verification of Licensures and/or Certifications as required by position.

### PLACEMENT PROTOCOLS/DOCUMENTS

- On-line verification of active Nevada state license (when applicable).
- On-line or primary verification of active certification, i.e., ARRT, RDMS, RRT, etc. – as required by position.
- Copy of CPR/BLS card (front and back) issued through the American Heart Association.
- Copy of other certifications, i.e., ACLS, PALS, TNCC, etc. (front and back) – as required by position. ACLS and PALS must be issued through the American Heart Association.
- Occupational Health Information:
  - Record of two (2) – MMR vaccinations or titer documentation for Rubeola, Mumps, and Rubella.
    - If negative titer, must have two (2) vaccines completed after titer result was reported.
  - Varicella documentation – positive titer or Chicken Pox Questionnaire or 2 vaccines.
  - Hepatitis B documentation (shown by proof of Hepatitis B vaccine series, HBSAB titer, or Declination form).
  - Two (2) PPD/TB test completed within a year of start date. Second PPD/TB must be performed within thirty (30) days of start date. If no TB previously on file, a true 2-step TB (7 days apart) must be done prior to start. If past positive PPD/TB, must provide past positive TB results or physician statement indicating past positive, baseline Chest X-Ray within one (1) year of start and UMC TB questionnaire within thirty (30) days of start date.
  - Negative results of 10-panel drug screen completed within ninety (90) days prior to start date. If drug screen is dilute, Professional must repeat drug screen within twenty-four (24) hours of original result being reported.
    - Drugs to be tested are: Amphetamines, Barbiturates, Benzodiazepines, Cocaine, Metabolites, Marijuana Metabolites, Methadone, Opiates, Oxycodone, Phencyclidine, Propoxyphene, Alcohol, and Ethyl
  - Physician's statement of general physical health completed within a year of start.
  - Flu shot for current flu season or UMC specific flu declination form.
  - Tdap vaccine (documentation must include Lot#).
  - Coronavirus questionnaire or required proof of vaccination.
  - Respiratory Fit Test (to be conducted prior to start date by UMC Enterprise – 702-383-3660, call to schedule appointment).
- Results from criminal background check screen performed by PreCheck, Inc. within thirty (30) days prior to start. Level 1 General Staff Background Investigation for UMC should include: criminal background, sanction check, sex offender search, education verification for highest level of education, employment verification for two (2) most recent employers, positive identification and professional license verification.
- Nevada Criminal History Fingerprint Background conducted through the Central Repository for Nevada Records of Criminal History, an agency of the Nevada Department of Public Safety, Records and Technology Division.
- E-Verify documentation ran within 30 days of start confirming Professional's eligibility to work in the United States.
- Facility Required Documents:
  - FocusOne Solutions Assignment Confirmation Document
  - Copy of signed FocusOne Solutions job description for Professional's position type
  - Competency Assessment (skills checklist signed by Professional and Affiliate Provider representative)
  - UMC Application Form
  - UMC Non-Employee Information Security Agreement
  - UMC History Vaccine Record Form
  - UMC Confidentiality Agreement
  - UMC Criminal History Statement Form
  - UMC Fair Employment Law Acknowledgement
  - UMC on-line modules
  - UMC Orientation Checklist
  - Copy of Professional's Driver's License

**ATTACHMENT C – LIST OF AFFILIATE PROVIDERS**

[See next page]

FocusOne Solutions

# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
24-Hour Medical Staffing Services*	X	X	X	X	X			X	
24HourNurse Staffing	X								
3D Medical Staffing	X								
A1 Healthcare Staffing*	X								
AB Staffing Solutions*	X	X	X	X	X	X	X		
Access Healthcare*	X	X	X	X	X	X		X	
Accommodate Medical Staffing	X								
Accountable Healthcare Staffing*	X	X	X	X	X	X	X	X	
ACS Consultants	X	X	X	X	X				
Adex Healthcare Staffing*	X	X	X	X					
ADN Healthcare	X	X	X	X	X	X	X	X	
Advance Medical Staffing	X	X	X	X	X	X	X	X	
Advance Services (Non Clinical)	X	X	X	X	X	X	X	X	
Advanced Clinical Employment Staffing*	X								
Advantage Medical Professionals*	X								
Advantage Personnel (Non-Clinical)									
Advantis Medical Staffing (Non- Clinical)	X								
Aerotek	x	x	x	x	x				
AHS Staffing		x						X	
Alegiant Services*			X						
All About People Inc		X	X	X	X	X		X	
All Medical Personnel	X	X	X	X	X	X	X	X	
AlliCare Medical Services* (non clinical)	X	X	X	X	X	X		X	
Alliance Medical Staffing	X	X	X	X	X				
Alliance Services		X	X	X	X				
Alliant Personnel Resources	X	X	X	X	X			X	
Alliant Staffing*	X	X	X	X	X				
Allied Resources Medical Staffing*	X								

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FocusOne Solutions

# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
AlphO Staffing Network*	X	X	X	X	X				
Alto Healthcare Staffing*	X	X	X	X	X	X	X	X	
American Business Personnel Services	X							X	
American Medical Staffing*	X	X	X	X	X	X			
American Traveler Staffing Professionals*	X	X	X	X	X			X	
AMG Healthcare Services	X	X	X	X	X	X	X	X	
AMN Healthcare*	X	X	X	X	X	X	X	X	X
Ampian Staffing	X	X	X	X	X				
AMT Medical Staffing	X		X						
Analysts International Corporation	X	X	X	X	X	X		X	
Analytics Medical Professionals	X	X	X	X	X	X	X	X	
Andeo Group (non clinical)	X	X	X	X	X	X			
Anders Group		X	X	X	X			X	
Anila Management*	X	X	X	X	X	X	X		
Apidel Technologies	X	X	X	X	X	X	X	X	
APN Healthcare Solutions	X	X	X	X	X			X	
Apolis	X								
Ardor Health Solutions		X	X	X	X			X	
Ascend National Healthcare Staffing*	X	X	X	X	X	X	X	X	
Ascendo Resources	X	X	X	X	X	X	X	X	
Assisting Hands Home Care Serving Ft. Worth									
Associated Staffing Inc	X	X	X	X	X				
Assured Nursing*	X	X	X	X	X				
Astrya Global	X	X	X	X	X	X	X	X	
ATC Healthcare Services	X	X	X	X					
Aleeca									
Atlas Med Staff*	X		X						
Atrium Staffing								X	

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# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
AtWork Personnel Services									
Augusta Staffing Associates	X	X	x	X	X				
Aureus Group*	X					X			
Aureus Nursing*	X								
Aureus Radiology*		X	X	X	X			X	
Aurstaff (Non-Clinical)									
Ava Search Group	X						X		
Avant Healthcare Professionals*	X		X	X	X				X
Aventure Staffing & Professional Services (non-clinical)	X	X	X	X	X				
AWM Staffing	X	X	X	X	X				
Axion Healthcare*	X	X	X	X	X				
Axis Medical Staffing*	X	X	X	X	X			X	
Aya Healthcare*	X		X	X					
Beacon Hill Staffing (IT)									
Bestica	X						X	X	
Bird in The Hand Staffing	X								
Blue Water Staffing*	X	X	X	X	X	X	X	X	
Bolt Staffing Service									
Cambay Consulting	X	X	X	X	X	X		X	
Capital Staffing Solutions	X	X	X	X	X	X		X	
Capstone Personnel Services*	X	X	X	X	X	X			
Care Staff Partners	X	X	X	x	x	X			
Care Staffing Solutions*	X								
Care Team Solutions	X	X	X	X	X				
Careerstaff Unlimited*	X	X	X	X	X			X	
CareNational		X	X	X	X				
Carlant Health Partners*	X		X						
CBS Staffing	X	X	X	X	X			X	

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FocusOne Solutions  
*Affiliate* **PROVIDERS**

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
Celebrity Staff (Non-Clinical)									
Cell Staff	X	X	X	X					
Centra Healthcare Solutions			X						
Century Health Staffing Services*	X		X						
Client Resources (IT)									
Clinistic	X	X	X	X	X	X	X	X	
Clover Health Services LLC	X	X	X	X	X	X			
Collabera Inc	X	X	X	X	X				
Compassionate Care Unlimited	X								
CompHealth Medical Staffing*	X	X	X	X	X		X	X	
Complete Staffing Solutions	X	X	X	X	X	X	X	X	
Compu-Vision Consulting									
Concentric Healthcare Staffing*	X	X	X	X	X	X	X	X	
Conexus Medstaff									X
Connected Health Care	X	X	X	X	X	X	X	X	
Continuum Medical Staffing	X	X	X	X	X		X	X	
Converdia Health Staffing	X	X	X	X	X	X	X	X	
Convergence Medical Staffing	x	x	x	x	x				
Core Medical Group*	X	X	X	X	X			X	
CORE Staffing*	X	X	X	X	X			X	
Critical Access Network	X	X	X	X	X				
Critical Access Vital Connections	X	X	X	X	X	X			
Critical Connection									
Cross Country Staffing*	X	X	X	X	X			X	
CrossMed Healthcare Staffing Solutions*	X	X	X	X	X	X	X	X	
CuraMed Staffing*	X	X	X	X	X			X	
Cynet Health	X	X	X	X	X	X	X	X	
DayOne Staffing							X		

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# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
Deacon Recruiting	X	X	X	X	X			X	
Delta Flex Partners	X	X	X	X	X				
Delta Personnel Inc			X						
Destination Travelcare*	X	X	X	X	X				
DirectShifts	X	X	X	X	X	X	X	X	
Diskriter Inc (non clinical)	X								
Diversified Enterprises	X								
DrWanted	X								
DTN Staffing	X								
Edge Recruitment Solutions	X	X	X	X	X	X	X	X	
EdgeRock Technologies (IT)	X					X		X	
Elite Nurses	X	X	X	X	X				
Elite Specialty Staffing	X	X	X	X	X				
Elitecare Medical Staffing*	X								
Emerald City Medical Staffing*	X								
Emerald Health Services*	X	X	X	X					
Eminent Consulting and Staffing	X	X	X	X	X	X	X	X	
Enterprise Medical Staffing Agency*	X	X	X	X	X				
Essential Personnel	X	X	X	X	X	X		X	
Ethika Group*	X	X	X	X	X	X			
Ethos Medical Staffing*	X	X	X	X	X	X	X		
Express Employment Professionals - Beaumont TX (non-clinical)	X		X	X			X		
Express Employment Professionals - Cedar Falls (Non-Clinical)	X	X	X	X	X	X	X	X	
Express Employment Professionals - Cedar Rapids (Non-Clinical)									
Express Employment Professionals - Omaha (Non-Clinical)									
Express Employment Professions (non-clinical)									
Express Services - WV		X	X	X	X				
Express Services dba Express Healthcare Professionals*	X	X	X	X	X	X			

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*Affiliate* **PROVIDERS**

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
Exquisite Staffing Solutions	X	X	X	X	X				
Fastaff, LLC*	X								
Fastnet Software International	X	X	X	X	X	X	X		
Favorite Healthcare Staffing*	X								
Fidelity On Call*	X	X	X	X	X	X		X	
First Promise Care Services									
Fitzgerald Enterprises	X	X	X	X	X				
Flexcare Solutions	X								
Flexcare, LLC *				X					
FlexRN*	X			X				X	
Florida Medical Staffing*	X								
Focus Staff Services*	X	X	X	X	X				
Fortus Group Travel	X	X	X	X	X			X	
Foundation Medical Staffing*	X								
Freedom Healthcare Staffing*									
Fusion Medical Staffing*	X								
General Healthcare Resources	X	X	X	X	X				
Genie Healthcare	X		X	X	X			X	
GenMed	X	X	X	X	X			X	
GetMed Staffing*	X								
Gifted Nurses, LLC*						X			
GLC On The Go	X								
Global Healthcare Group	X		X					X	
Global Personnel Services		X	X	X	X				
Go Healthcare Staffing*	X								
GreenStaff Medical Staffing	X	X	X	X	X			X	
Guardian Healthcare Providers	X	X	X	X	X	X			
Guardian HealthStaff (non clinical)	X								

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# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
Hamilton Staffing solutions	X	X	X	X	X	X	X	X	
Harrison Ventures									
HCL Global Systems	X	X	X	X	X	X	X	X	
Health Care Pros*		X							
Health Career Associates	X								
Health Carousel Travel Network*	X	X	X	X	X	X	X	X	
Health Providers Choice*	X								
Health Specialists	X	X	X	X	X				
Health Staff Source	X			X					
Healthcare Employment Partners	X	X	X	X	X				
Healthcare Resources Group of GA*	X	X	X	X	x	X			
Healthcare Staffing	X	X	X	X	X	X	X	X	
Healthcare Support Staffing	X	X	X	X	X	X	X	X	
HealthLinx Executive Search									
HealthTECH Resources		X	X	X	X				
Heartland Staffing Solutions		X	X	X	X	X			
Highland Medical Group*	X	X	X	X	X	X			
Hospitality & Environmental Labor Partners	X	X	X	X	X	X		X	
Host Healthcare*	X	X	X	X	X	X		X	
Hudson Staffing			X	X					
Huffmaster Crisis Response	X		X			X	X	X	
HumanEdge	X	X	X	X	X	X	X		
ICONMA	X						X	X	
Ideal Personnel Services	X	X	X	X	X	X	X	X	
iLocatum Recruiting	X	X	X	X	X	X	X	X	
Immediate Nurse Care Staffing	X	X	X	X	X	X	X	X	
Impresiv Health	X								
InfiCare Health	X	X	X	X	X	X			

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# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
Infinity MedStaff (non clinical)	X	X	X	X	X	X	X	X	
Infojini		X	X	X	X	X		X	
InfoNERO Inc	X	X	X	X	X	X	X	X	
Innovent Global			X						
Insight Global	X	X	X	X	X	X	X	X	
Insurance Staffers									
Insync Consulting Services (Technology)									
Integrated Healthcare Solutions*									
Integrated Resources*	X	X	X	X	X	X		X	
IntellaPro	X	X	X	X	X	X	X	X	
Interim Healthcare of Downstate IL	X	X	X	X	X	X	X	X	
Interim Healthcare of Indianapolis	X								
Interim Healthcare Services of Joliet	X								
Inverted Healthcare Staffing of Florida*	X	X	X	X	X	X			
Jackson Nurse Professionals*									
Jackson Pharmacy Professionals	X								
Jackson Therapy Partners*								X	
Jepsen Investments	X	X		X	X	X		X	
Junxion Med Staffing*	X	X	X	X	X				
K.A. Recruiting	X	X	X	X	X				
KPG Healthcare*	X	X	X	X	X	X	X	X	
Kupplin Worldwide	X	X	X	X	X	X	X	x	
LanceSoft (non clinical)	X	X	X	X	X	X	X	X	
Level One Personnel	X	X	X	X	X	X	X	X	
Liquid Agents*					X				
Locorum Healthcare Staffing	X	X		X					
Loyal Source	X	X	X	X	X				
LRS Healthcare	X	X	X	X	X			X	

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# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
Luttrell Staffing Group	X				X				
Lux Travel Nurses	X	X	X	X	X	X	X	X	
Lyle Health	X	X	X	X	X	X			
Magnet Medical	X	X	X	X	X	X			
Managed Staffing (non clinical)	X						X		
Management Registry*	X	X	X	X	X	X	X	X	
Marvel Medical Staffing*	X	X	X	X	X	X		X	
MAS Medical Staffing									
Maxim Healthcare Services*	X		X	X	X	X	X	X	
McCall & Lee	X	X	X	X	X	X	X	X	
Med-Call Healthcare	X	X	X	X	X			X	
Medcall NorthWest	X								
Medely*	X	X	X	X	X	X		X	
Mediant Health Resources (IT)	X	X	X	X	X				
Medical Edge Recruitment (non clinical)	X	X	X	X	X	X	X	X	
Medical Search International	X	X	X	X	X	X	X		
Medical Searches		X	X	X	X	X		X	
Medical Solutions*	X	X	X	X	X	X			
Medical Staffing Solutions, LLC*	X	X	X	X	X	X	X	X	
Medix Staffing Solutions	X	X	X	X	X			X	
Medpro Staffing*	X	X	X	X					
MedSource Travelers*	X	X	X	X	X			X	
MedUS Travelers*	X	X	X	X					
Medworks Staffing	X	X	X	X	X	X		X	
Milestone Staffing	X	X	X	X	X	X		X	
Millenia Medical Staffing	X								
Mind Shift	X	X	X	X	X			X	
Mission Search International, Inc									

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# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
MNA Healthcare	X	X	X				X		
Modis (IT)									
Montana Nursing Company	X								
National Staffing Solutions*	X								
Nationwide Therapy Group (non clinical)	X	X	X	X	X				
Next Move	X	X	X	X	X	X		X	
NEXTAFF	X	X	X	X	X	X	X	X	
Nightingale Nurses*	X	X	X	X	X	X	X		
Noll Healthcare Network	X	X	X	X					
Nomad Nurses									
North Health Professional	X	X	X	X	X				
Novia Solutions	X								
Nurse First Travel Agency	X	X	X	X	X	X	X		
NURSEFirst	X	X	X	X	X				
Nurses First Solutions	X	X	X	X	X	X			
Nurses PRN*	X	X	X	X	X				
O.R. Staffing Solutions*	X	X	X	X	X				
Omni Staffing Services*	X								
On Call Staffing Agency	X	X	X	X	X	X	X	X	
OnDeck Recruiting	X	X	X	X	X				
OneCall Rehab*	X	X	X	X	X		X		
Onestaff Medical*	X	X	X	X	X	X	X		
OnPoint Healthcare Solutions (nonclinical)									
Opusing (non-clinical)	X			X					
OR Nurses Nationwide*	X	X	X	X	X	X	X	X	
Pace Medical Staffing	X	X	X	X	X	X			
Palm Health Resources	X	X	X	X	X	X	X	X	
Pamelas List	X								

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FocusOne Solutions  
*Affiliate* **PROVIDERS**

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
Paragon Employment Solutions (IT)									
Pathfinders Health Search	X	X	X	X	X	X	X	X	
Peoplelink Staffing Solutions	X					X			
PeopleReady									
Perm Med Solutions	X	X	X	X	X	X			
Phoenix Medical Group	X								
Pinnacle Staffing solutions	X	X	X	X	X	X			
Pinnacle Technology	X	X	X	X	X	X	X	X	
Placement Ready	X	X	X	X	X				
Plains Medical Staffing	X	X	X	X					
Planet Healthcare	X								
Platinum Nursing	X								
Pluto Healthcare Staffing	X	X	X	X	X	X		X	
Precess Medical Derivatives		X	X	X	X				
Precise Specialties Corporation	X	X	X	X	X	X			
Preferred Healthcare Registry	X	X	X	X	X	X	X	X	
Premier Healthcare Professionals*		X	X	X	X	X	X	X	
Premier Medical Staffing Services	X	X	X	X					
Premier Physician Services	X	X	X	X	X	X	X	X	
Premier Staffing Fremont LLC	X	X	X	X	X				
Prestige Travel Nurses	X	X	X	X	X				
Prime Choice Healthcare*	X	X	X	X	X	X	X	X	
Prime Healthcare Staffing*	X	X	X	X	X	X	X	X	
Prime Time Healthcare			X						
Priority Inc	X	X	X	X	X				
PRN Staffing	X					X			
Pro Med Healthcare Services*	X	X	X	X	X				
Pro Nurse	X							X	

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# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
Procare USA*							X		
Professional Nursing Service	X	X	X	X	X			X	
Prokatchers	X	X	X	X	X	X	X	X	
ProLink Healthcare	X	X	X	X	X			X	
Prominent Medical Staffing	X								
ProSource LLC	X	X	X	X	X				
ProTherapy Staffing	X	X	X	X	X	X	X		
Protocol Agency Inc*			X						
ProTouch Staffing*	X	X	X	X	X				
Provenir LLC*	X		X						
Providence Health Care Staffing	X	X	X	X	X	X	X	X	
PT Solutions	X	X			X	X		X	
Pulmonary Exchange			X						
Pulse Clinical (IT)	X	X	X	X	X			X	
QCI Staffing	X	X	X	X	X	X	X	X	
Quantum Advantage Inc	X								
Quest Healthcare Solutions	X	X	X	X	X	X			
R Visions									
RadGov									
Radiant Systems									
Radius Staffing Solutions						X			
Randstad Healthcare*	X	X	X	X	X			X	
RCM Health Care Services*	X	X	X	X	X	X		X	
Recruitment Strategies	X	X	X	X	X	X	X	X	
RehabAbilities	X	X	X	X	X	X	X	X	
Reliable Network Staffing		X	X	X	X	X			
Remede Consulting Group*	X								
Remedy Intelligent Staffing		X	X	X	X				

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	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
Republic Health Resources	X	X	X	X	X			X	
Rhino Medical Services	X	X	X	X	X	X	X	X	
RMV Workforce Corp	X	X	X	X	X	X	X	X	
RN Network*						X	X	X	
Rock Medical Group	X		X	X	X			X	
Rove Staffing	X	X	X	X	X				
RPH on the Go*	X	X	X	X	X				
RTG Medical*								X	
Samiti Technology Inc(Non Clinical)	X	X	X	X	X			X	
Santoro CDI Staffing									
Saratoga Medical Center	X	X	X	X	X	X	X	X	
Saunders Staffing	X	X	X	X	X	X	X	X	
SBG Healthcare							X		
Sedona Staffing Services	X	X	X	X	X	X		X	
Select Temporaires									
Sharp Medical Staffing	X	X	X	X					
Shore Staffing	X	X	X	X	X			X	
Short Staffed Inc	X	X	X	X	X	X	X	X	
Signature Healthcare	X								
Siri InfoSolutions Inc							X		
SkyBridge Resources	X	X	X	X	X	X	X		
Skyline Med Staff	X	X	X	X	X	X	X	X	
Smarter Healthcare Partners	X	X	X	X	X	X			
Soliant Health*	X	X	X	X	X			X	
Solomon Page Group	X								
SophLogic Global		X							
SOS Healthcare Staffing*	X	X	X	X	X	X	X	X	
Source Medical Staffing	X	X	X	X	X				

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# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
Specialty Government Services		X	X	X	X				
Spectrum Healthcare Services	X	X	X	X	X		X	X	
Spherion Staffing	X	X	X	X	X				
Springboard Staffing*									
SquadBuilders*	X	X	X	X	X			X	
Stability Healthcare*	X	X	X	X	X			X	
Staff America	X								
Staff Care							X		
Staff Plus	X								
StaffDNA	X	X	X	X	X	X		X	
StaffHealth	X	X	X	X	X	X	X	X	
Staffing First	X	X	X	X	X				
Staffing Medical USA*	X	X	X	X	X	X			
Standby Staffing (IT)	X			X					
Star Nursing Inc*	X	X	X	X	X	X			
Stat Staffing/Torch Staffing	X	X	X	X	X	X	X	X	
Stay in Home Care	X								
STL Office Solutions	X								
Stonebridge Healthcare Staffing Services	X	X	X	X	X	X	X	X	
Summit Medical Staffing*	X	X	X	X	X				
Sumo Medical Staffing							X		
Sunbelt Staffing Solutions*	X	X	X	X	X	X	X	X	
Supplemental Health Care*	X	X	X	X	X	X		X	
SVAM International	X	X	X	X	X	X	X	X	
Swift Strategic Solutions	X	X	X	X	X	X	X	X	
Synergy Medical Staffing	X	X	X	X	X	X		X	
Synergy Staffing	X								
Tact Corporation of NYC*		X	X	X				X	

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# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
Taj Technologies (Non-Clinical)	X	X	X	X	X			X	
Talemed*									
Talent Hire Consulting	X	X	X	X	X	X	X	X	
Team Locums							X		
Team Staffing Network	X	X	X	X	X				
Techforce3		X	X	X	X	X			
Teksystems - IN (IT)									
TEKsystems - SD (IT)									
Tekwave, LLC	X								
Temp Associates (Non-Clinical)									
Thaxton Interim Leadership	X	X	X	X	X			X	
The EAC Agency	X	X	X	X	X	X	X	X	
The Healthcare Initiative	X	X	X	X	X				
The Moriarty Group		X	X	X	X	X			
The Newell Group	X	X	X	X	X				
The Nurse Agency*	X	X	X	X	X	X	X	X	
The Right Solutions*	X	X	X	X	X				
The Staffing Firm	X								
Therapia Staffing	X	X	X	X	X	X			
Therapy Staff			X						
Titan Medical Group*		X	X	X	X			X	
Titan Nurse Staffing*	X	X	X	X	X				
TLC Travel Staff*	X	X	X	X	X	X		X	
TotalMed Staffing*	X	X	X	X	X			X	
Travel Nurse Across America*	X		X	X	X				
Travelmed USA*	X	X	X	X	X				
Treva Corporation	X	X	X	X	X	X	X	X	
Triage, LLC*	X								

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# *Affiliate* PROVIDERS

	Nursing	Diagnostic	Rehab	Respiratory	Lab Services	Advanced Practice	Physicians	Pharmacy	International Staff
TriCom Technical Services (IT)	X	X	X	X	X	X	X		
Tri-State Nursing									
Truststaff Travel Nursing*	X								
Trusted Health*	X	X	X	X	X			X	
Trusted Nurse Staffing	X								
TT Enterprises One Stop Staffing Solutions	X	X	X	X	X	X		X	
Ultimate Care	X	X	X	X	X	X			
United Anesthesia Associates						X			
United Staffing Solutions	X	X	X	X	X				
Valley Medical Staffing*	X	X	X	X	X	X			
Venteon									
Ventura MedStaff*	X	X		X			X		
Vero RN LLC*	X	X	X	X	X	X			
Vertex Staffing									
Vibrus Group	X	X	X	X	X	X	X	X	
Vish Consulting Services		X	X	X	X				
Vision Employment Group	X	X	X	X	X	X	X	X	
Voyage Healthcare*			X						
vTech Solution (IT)	X	X	X	X	X			X	
Wayne Staffing*	X	X	X	X	X				
WelcomeTech/SignatureStaff	X	X	X	X	X	X		X	
Wellspring Nurse Source*	X	X	X	X	X			X	
Westways Staffing Services*	X	X	X	X	X				
WSI Personnel Services		X			X				
Zack Group*									

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## DISCLOSURE OF OWNERSHIP/PRINCIPALS

<b>Business Entity Type (Please select one)</b>						
<input type="checkbox"/> Sole Proprietorship	<input type="checkbox"/> Partnership	<input checked="" type="checkbox"/> Limited Liability Company	<input type="checkbox"/> Corporation	<input type="checkbox"/> Trust	<input type="checkbox"/> Non-Profit Organization	<input type="checkbox"/> Other
<b>Business Designation Group (Please select all that apply)</b>						
<input type="checkbox"/> MBE	<input type="checkbox"/> WBE	<input type="checkbox"/> SBE	<input type="checkbox"/> PBE	<input type="checkbox"/> VET	<input type="checkbox"/> DVET	<input type="checkbox"/> ESB
Minority Business Enterprise	Women-Owned Business Enterprise	Small Business Enterprise	Physically Challenged Business Enterprise	Veteran Owned Business	Disabled Veteran Owned Business	Emerging Small Business
<b>Number of Clark County Nevada Residents Employed: 0</b>						
<b>Corporate/Business Entity Name:</b>		FocusOne Solutions, LLC				
<b>(Include d.b.a., if applicable)</b>						
<b>Street Address:</b>		13609 California Street, Suite 500		<b>Website:</b> <a href="http://www.focusonesolutions.com">www.focusonesolutions.com</a>		
<b>City, State and Zip Code:</b>		Omaha, NE 68154		<b>POC Name:</b> Amanda Hileman		
				<b>Email:</b> <a href="mailto:ahileman@focusonesolutions.com">ahileman@focusonesolutions.com</a>		
<b>Telephone No:</b>		402-704-1125		<b>Fax No:</b>		
<b>Nevada Local Street Address:</b>		1120 Almond Tree Ln, Unit 106		<b>Website:</b> <a href="http://www.focusonesolutions.com">www.focusonesolutions.com</a>		
<b>(If different from above)</b>						
<b>City, State and Zip Code:</b>		Las Vegas, NV 89104		<b>Local Fax No:</b>		
<b>Local Telephone No:</b>		800-856-6574		<b>Local POC Name:</b>		
				<b>Email:</b>		

All entities, with the exception of publicly-traded and non-profit organizations, must list the names of individuals holding more than five percent (5%) ownership or financial interest in the business entity appearing before the Board.

Publicly-traded entities and non-profit organizations shall list all Corporate Officers and Directors in lieu of disclosing the names of individuals with ownership or financial interest. The disclosure requirement, as applied to land-use applications, extends to the applicant and the landowner(s).

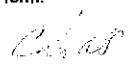
Entities include all business associations organized under or governed by Title 7 of the Nevada Revised Statutes, including but not limited to private corporations, close corporations, foreign corporations, limited liability companies, partnerships, limited partnerships, and professional corporations.

Full Name	Title	% Owned (Not required for Publicly Traded Corporations/Non-profit organizations)

**This section is not required for publicly-traded corporations. Are you a publicly-traded corporation?** ☐ Yes ☒ No

- Are any individual members, partners, owners or principals, involved in the business entity, a University Medical Center of Southern Nevada full-time employee(s), or appointed/elected official(s)?  
☐ Yes ☐ No (If yes, please note that University Medical Center of Southern Nevada employee(s), or appointed/elected official(s) may not perform any work on professional service contracts, or other contracts, which are not subject to competitive bid.)
- Do any individual members, partners, owners or principals have a spouse, registered domestic partner, child, parent, in-law or brother/sister, half-brother/half-sister, grandchild, grandparent, related to a University Medical Center of Southern Nevada full-time employee(s), or appointed/elected official(s)?  
☐ Yes ☐ No (If yes, please complete the Disclosure of Relationship form on Page 2. If no, please print N/A on Page 2.)

I certify under penalty of perjury, that all of the information provided herein is current, complete, and accurate. I also understand that the University Medical Center of Southern Nevada Governing Board will not take action on land-use approvals, contract approvals, land sales, leases or exchanges without the completed disclosure form.

 Signature Risk Manager Title	Chris Ahl Print Name 05/11/2021 Date
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